

Exhibit # 4



Employment Application

NOTICE: COMPLETE ALL LINES ENTIRELY IN INK. INFORMATION WILL BE VERIFIED.

Name Bennett Shirley A.
(Last) (First) (Middle)
Banks Shirley A
 Address 2649 Waldo Street
(No. & Street)
Harrisburg Penna. 17110-2630
(City) (State) (Zip)
 Telephone (717) 232-1989 Business or Message Phone ()
 Date 7-24-97
 Social Security No. 197-40-8223
 How were you referred to us? (Check one)
☐ Advertisement (where)?
☒ Agency Diesel
☐ Employee (Name)
☐ Other
 I am available for employment on a ☒ Full Time Basis ☐ Part Time Basis Date Available ASAP
 Starting salary desired \$8.14/hr Type of position desired Shipping clerk
Box Maker re pack zone
 Do you have any relatives currently employed by Ingram Micro?
☒ No ☐ Yes If yes, state name and department or title
 Were you ever employed by Ingram Micro or any other Ingram Industries company before?
☒ No ☐ Yes If yes, when and which company?

EMPLOYMENT HISTORY

DO NOT PUT "SEE RESUME"

Beginning with your present or last position, list all jobs you have held to cover a five-year period of time (include military experience if job-related). (If the four spaces below do not cover five years of time, attach a separate piece of paper to list all jobs for five years. If you have a resume, please attach to application; however, you MUST complete and sign this application. FILL IN ALL SPACES. LEAVE NO SPACES UNFILLED.)

Name of Employer Giant Foods Inc. Type of Business Grocery
 Address Linglestown Rd. Harrisburg Pa Phone (717) 652-7795
 Dates Employed FROM Mo. 9 Yr. 95 TO Mo. Present Yr. Starting Title Deli clerk Last Title Same Starting Salary \$5.55/hr Final Salary \$6.40/hr
 Name of Supervisor Joe Kissinger May we contact now? ☐ No ☒ Yes Reason for leaving Shift time
 Brief description of Duties Greet customers store meat and cheese make subs and pizza and party treat

Name of Employer The Direct Groce, Inc. Type of Business Personnel Service
 Address 4815 Jones Hwy Rd Suite 201 Harrisburg Pa. Phone (717) 652-3123
 Dates Employed FROM Mo. 1 Yr. 97 TO Mo. Present Yr. Starting Title Last Title Starting Salary \$6.40/hr Final Salary
 Name of Supervisor Peggy Johnson May we contact now? ☐ No ☒ Yes Reason for leaving Shift time
 Brief description of Duties Pick products make boxes

Name of Employer Comm. of Penna. Type of Business Revenue
Dept. of Revenue
Bureau of Admin. Services
 Address 2850 Turnpike Ind. Drive Middleburg, Pa 17057 Phone (717) 986-4600
 Dates Employed FROM Mo. 11 Yr. 95 TO Mo. 6 Yr. 96 Starting Title Tax Sensitive Clerk Last Title Same Starting Salary \$6.00/hr Final Salary \$6.55/hr
 Name of Supervisor Jyotsha Shah May we contact now? ☐ No ☒ Yes Reason for leaving Tax Season work lay off
 Brief description of Duties fill orders for coin Tax telephone orders for tax papers open reviews and
distributable mail received Relieve the receptionist for breaks and lunch work on big mailings

Name of Employer Polyclinic, Harrisburg, Penn Type of Business Phys
 Address 2601 N. 3rd Street Harrisburg, Penn Phone (717) 782-4315
 Dates Employed FROM Mo. 1 Yr. 74 TO Mo. 3 Yr. 94 Starting Position Asst Last Salary to the unit Starting Union None Final Salary 9.21/L

Name of Supervisor _____ May we contact now? ☐ No ☒ Yes Reason for leaving retired

Brief description of Duties answer phones send faxes take doctor orders off patient's chart.

Schedule test for patient admit patient order medicine distro med mail notes and direct visitors to patient.

Summarize prior relevant experience and explain periods of unemployment or periods not accounted for above. Use a separate sheet of paper if you need more space.

List names and locations of educational institutions you attended. For purposes of checking your educational background, state year degree or credentials received.

Location	Major Subjects	Highest Year Attended (in 12th)	Diploma or Degree	Year Degree Received
High School <u>Bishop McDevitt H.S. Market Street Harrisburg, Pa.</u>	<u>clerical</u>	<u>12</u>	<u>Diploma</u>	
College or Technical <u>N/A</u>				

List other skills, computer knowledge, or special training related to the position you are seeking (include keyboard speed and word processing skills).

IMPORTANT Have you ever been convicted of a felony? ☐ No ☒ Yes
 If yes, give dates and explanation. (Conviction does not automatically exclude you from consideration for employment and you will be given the opportunity to explain any convictions.) Please see attached paper Poss. with intent to deliver

Please list the name and telephone number of two business (not personal) references.

Name Bob Johnson - ABF Phone (717) 238-2042 Relationship Friend
 Name Tim Quintana - Grant Phone (717) 652-7795 Relationship Friend

I authorize investigation of all statements contained in this application for employment. I understand that falsification, omission or misstatement of information may result in refusal to hire, or if hired, dismissal from employment.

I agree that Ingram Micro Inc. and my previous employers shall not be held liable in any respect if any employment offer is not tendered, is withdrawn or my employment is terminated due to falsity of the statements and answers in this application form. I understand that as a condition of employment, I may be required prior to and during employment to take and pass drug and alcohol tests. I understand the company has the right to search anything brought onto company premises or vehicles including desks, lockers, handbags, briefcases and automobiles. I understand the company benefits and rules and regulations may be changed, modified, deleted or added to by the company at any time at the company's sole option and without any prior notice. I understand that my employment may be terminated at any time with or without cause and with or without notice at the option of the company. I understand that no representative of the company has any authority to enter into any agreement for employment for any specified period of time or to make commitments or promises or assure any benefit terms and conditions of employment unless such are made in writing and signed by the Chairman of the company.

If I am hired, I understand that additional personal data will be required for determination of benefit eligibility and for statistical purposes.

I understand this application will remain active for no more than 90 days.

I HEREBY ACKNOWLEDGE THAT I HAVE READ THE ABOVE STATEMENT, UNDERSTAND IT, AND THAT ALL INFORMATION I HAVE SUBMITTED IS FACTUAL, CORRECT AND SUBJECT TO COMPLETE VERIFICATION.

Signature (Acknowledgement) Shirley A. Banks, BSN Date 4-1-97

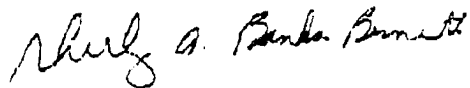
INGRAM MICRO INC. IS AN EQUAL OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE BECAUSE OF AGE, RACE, RELIGION, CREED, MARITAL STATUS, VETERAN STATUS, COLOR, NATIONAL ORIGIN, SEX OR DISABILITIES.

Shirley A. Banks-Bennett
SS #197-40-8222
2649 Waldo Street
Harrisburg, PA 17110
(717) 232-1989

To whom it may concern:

10-92 arrested for possession of controlled substance, Conspiracy.
2-10-94 D.A. office of Dauphin County offered me a bargain for guilty plea. 90 days
in-house arrest, 9 months probation, \$200 fine. I accepted it.
Judge Jeannie Turgeon accepted it, too (Docket # 38 CO 93)
I have had no further dealings with the law.
Previous employers stated on this application are aware of my criminal record.

Sincerely,



Shirley A. Banks-Bennett

Exhibit # 5

KEN GOODWIN

I, Ken Goodwin, have been asked to give a statement in this case by the Pennsylvania Human Relations Commission.

1. I am the Director of Branch 80 of Ingram Micro. Branch 80 is the name of Ingram Micro's Harrisburg, Pennsylvania facility. I have been employed by Ingram Micro for a period in excess of ten years.

2. I am a white male. My date of birth is 9/15/39.

3. I was present on or about August 13, 1997, when Shirley Banks-Bennett had a conversation with Vicki Smith. To the best of my recollection Ms. Smith advised Ms. Banks-Bennett that Ingram Micro reserved the right to hire whatever employees it wanted. I do not recall Ms. Smith making a blanket assertion that Ingram Micro was not going to hire any more temporary employees.

4-6-98
Date

Ken Goodwin
Ken Goodwin

Exhibit 7

FIRST	LAST	TITLE	DOH	HIRE SOURCE	RACE	DOB	GENDER
HOMER	ANDERSON	RECEIVING	8/25/97		WHITE	7/23/40	MALE
ERIC	AUBEL	REPACK	8/18/97		WHITE	9/28/77	MALE
ARON	BOBB	REPACK	5/19/97		WHITE	11/28/74	MALE
ALEXIS	BRAVO	REPACK	8/18/97		HISPANIC	8/3/71	MALE
HECTOR	BURBON	RECEIVING	5/5/97		HISPANIC	1/23/65	MALE
GARY	CANFIELD	LABEL PICKS	8/25/97		WHITE	12/28/74	MALE
MATTHEW	CHAMBERS	LABEL PICKS	8/25/97		WHITE	4/10/71	MALE
GLORIA	CHAVEZ	REPACK	8/18/97	TEMP-TO-PERM	HISPANIC	9/22/58	FEMALE
TERESA	CHAVEZ	REPACK	8/18/97	TEMP-TO-PERM	HISPANIC	1/27/77	FEMALE
JENNIFER	COLE	MANIFESTOR	4/7/97		WHITE	2/27/71	FEMALE
CURTIS	CONAWAY	SUPV. - HOUSEKEEPING	5/27/97		WHITE	1/26/64	MALE
SCOTT	COY	LTL	8/18/97		WHITE	11/15/71	MALE
EDMUND	DAVIS	RECEIVING	5/27/97		BLACK	12/5/58	MALE
JOSEPH	FAIOLA	RECEIVING	6/16/97		WHITE	6/3/62	MALE
ANTHONY	GALARDI	LABEL PICKS	7/7/97		WHITE	9/7/39	MALE
JULIA	GARCZYNSKI	LTL	4/28/97		WHITE	7/3/59	FEMALE
WILLIE	GOLDEN, III	MANIFESTOR	4/14/97		BLACK	12/25/78	MALE
JOSEPH	GROB	RECEIVING	8/25/97		WHITE	3/1/77	MALE
DAVID	HARRIS	RECEIVING	7/7/97		WHITE	10/28/68	MALE
MATTHEW	HAWLEY	RECEIVING	8/18/97		WHITE	8/14/77	MALE
CYNTHIA	HORNING	REPACK	8/18/97		WHITE	7/2/55	FEMALE
DEBRA	HUBER	MANIFESTOR	8/18/97		WHITE	12/5/61	FEMALE
JAMES	JACKSON	CONVEYOR TECH I	6/2/97		WHITE	11/21/52	MALE
SOVANNARITH	KEO	RECEIVING	8/11/97		A/A	6/10/66	MALE
KATHY	KOHARSKI	REPACK	8/18/97		WHITE	10/2/53	FEMALE
PIEDAD	LARA	REPACK	8/18/97	TEMP-TO-PERM	HISPANIC	10/9/42	FEMALE
RICHARD	LEPLEY	MANIFESTOR	4/14/97		WHITE	8/10/71	MALE
JENJAMIN	MADER	MANIFESTOR	4/14/97		WHITE	6/19/77	MALE
PAUL	MALETTA	MANIFESTOR	4/7/97		WHITE	10/2/53	MALE
KEITH	MARSHALL	LABEL PICKS	5/27/97		WHITE	1/13/77	MALE
CASSANDRA	MARTINEZ	MANIFESTOR	4/14/97		HISPANIC	9/12/65	FEMALE
ALLAN	MATHIS	RECEIVING	6/2/97		BLACK	2/22/72	MALE
MATTHEW	METALLO	RECEIVING	8/18/97		WHITE	9/19/75	MALE
MARK	MILLER	IND. ENGINEER	5/5/97		WHITE	2/23/75	MALE
SUSAN	MITCHELL	REPACK	8/18/97		WHITE	1/23/47	FEMALE
MILTON	MORALES	REPACK	8/18/97		HISPANIC	8/9/72	MALE

E3 b b 1 # 7

ALEXANDER	OWTSCHARUK	CONVEYOR TECH I	5/27/97		WHITE	7/22/51	MALE
PATRICIA	PANISWICZ	MANIFESTOR	5/5/97		WHITE	7/9/61	FEMALE
GUILLERMO	PAULINO	MANIFESTOR	8/4/97	TEMP-TO-PERM	HISPANIC	2/21/53	MALE
JODI	PECK	RECEIVING	5/27/97		WHITE	8/16/66	FEMALE
JUAN	PEREZ	MANIFESTOR	4/7/97	TEMP-TO-PERM	HISPANIC	7/11/61	MALE
CHRISTINE	ROE	REPACK	6/2/97		WHITE	8/9/64	FEMALE
THOMAS	ROSS	RECEIVING	5/5/97		WHITE	11/12/61	MALE
BRIAN	ROWE	MANIFESTOR	4/7/97		WHITE	10/31/64	MALE
JUAN	SANTIAGO	MANIFESTOR	4/7/97	TEMP-TO-PERM	HISPANIC	7/15/66	MALE
ANN	SCHIAVONI	REPACK	4/7/97		A. INDIAN	8/28/50	FEMALE
LORI	SCHNECK	REPACK	5/19/97		WHITE	9/6/61	FEMALE
CHAD	SCHWALM	RECEIVING	8/18/97		WHITE	6/5/77	MALE
KAREN	SHEPPARD	LTL	8/11/97		WHITE	5/23/69	FEMALE
DEREK	SMITH	MANIFESTOR	4/7/97	TEMP-TO-PERM	BLACK	3/11/63	MALE
DEANNA	SNYDER	REPACK	5/19/97		WHITE	10/24/78	FEMALE
MARK	SPOONHOUR	RECEIVING	8/18/97		WHITE	6/22/71	MALE
MARK	SPROAT	MANIFESTOR	7/7/97	TEMP-TO-PERM	WHITE	10/30/75	MALE
JODY	STEWART	HOT REPLENISHMENT	8/25/97		WHITE	1/31/62	FEMALE
TERESA	TALION	REPACK	8/25/97		WHITE	3/28/73	FEMALE
DENYS	TOLEDO	MANIFESTOR	4/7/97	TEMP-TO-PERM	HISPANIC	4/18/71	MALE
ANGEL	TOLEDO	MANIFESTOR	8/4/97	TEMP-TO-PERM	HISPANIC	4/6/46	MALE
JENNIFER	ULSHNEY	MANIFESTOR	4/28/97		WHITE	6/13/71	FEMALE
JACK	UPDEGRAFF	LABEL PICKS	8/11/97		WHITE	2/5/55	MALE
SCOTT	VALLIER	REPACK	5/12/97		WHITE	1/7/76	MALE
HARRY	WESTHAFFER	MANIFESTOR	4/7/97		WHITE	8/29/71	MALE
ELI	WILLIAMS	LABEL PICKS	8/11/97		WHITE	12/30/78	MALE
NORMAN	WINFINDALE	REPACK	5/19/97		WHITE	4/24/78	MALE
WILLIAM	ZERBE	RECEIVING	8/25/97		WHITE	11/7/54	MALE

SHIFT SCHEDULES

2808

WEEK OF:

DEPARTMENT:

HOT REPLENISHMENT PM

MANAGER:

SPV/SENIOR

NAME	POSITION	START	BREAK	LUNCH OUT	LUNCH IN	BREAK	FINISH	DAILY HOURS	WEEKLY HOURS
TORRES, AARON	SUPERVISOR	2:00 PM	4:30 PM	6:00 PM	FT	6:30 PM	8:30 PM	8.0	40.0
ROTHSTEIN, CHRIS	SENIOR CLERK	3:00 PM	5:00 PM	7:30 PM	FT	8:00 PM	9:45 PM	8.0	40.0
CRESPO, YOLANDA	SHIP CLERK II	3:00 PM	5:15 PM	7:00 PM	FT	7:30 PM	11:30 PM	8.0	40.0
GAUTIER, HIRAM	SHIP CLERK I	3:00 PM	5:30 PM	7:30 PM	FT	8:00 PM	11:30 PM	8.0	40.0
TOCCI, CRAIG	SHIP CLERK I	3:00 PM	5:45 PM	8:00 PM	FT	8:30 PM	11:30 PM	8.0	40.0
BOBB, ARON	SHIP CLERK I	3:00 PM	5:15 PM	7:30 PM	FT	8:00 PM	11:30 PM	8.0	40.0
HORNE, RON	SHIP CLERK I	3:00 PM	6:00 PM	8:00 PM	FT	8:30 PM	11:30 PM	8.0	40.0
ZDENKO VUKOVIC	SHIP CLERK I	3:00 PM	5:00 PM	8:00 PM	FT	8:30 PM	11:30 PM	8.0	40.0
PATRICK, DAVID	SEASONAL	3:00 PM	5:30 PM	7:00 PM	FT	7:30 PM	11:30 PM	8.0	40.0
HO, LUAN	SHIP CLERK II	4:00 PM	6:30 PM	8:30 PM	FT	9:00 PM	12:30 PM	8.0	40.0
ECHOLS, JAMES	SHIP CLERK I	5:00 PM	8:30 PM		PT		11:00 PM	6.0	29.0
SPEELMAN, DAVE (3)	SHIP CLERK I	6:00 PM	8:00 PM		PT		11:00 PM	5.0	15.0
TRENN, JODI	SHIP CLERK I	12:00 N	2:00 PM	4:00 PM	FT	4:30 PM	6:30 PM	8.0	40.0
FOLWEILER, JANET	SHIP CLERK II	4:00 PM	6:00 PM	8:00 PM	FT	8:30 PM	12:30 AM	8.0	40.0
BRESSLER, ANGIE	SHIP CLERK II	4:00 PM	6:15 PM	7:30 PM	FT	8:00 PM	12:30 AM	8.0	40.0
SKRIPNIKOV, SEMAN	SHIP CLERK I	3:30 PM	6:30 PM		PT		9:30 PM	6.0	30.0
PAYNE, ROMAINE	TEMPORARY	2:30 PM	4:30 PM	6:30 PM	T	7:00 PM	9:00 PM		
BENNETT, SHIRLEY	TEMPORARY	2:30 PM	4:45 PM	7:00 PM	T	7:30 PM	9:15 PM		
CONNOR, DOUGLAS	TEMPORARY	3:00 PM	5:00 PM	7:00 PM	T	7:30 PM	9:30 PM		
CHOWDHURY, MATIN	TEMPORARY	3:00 PM	5:15 PM	7:30 PM	T	8:00 PM	9:45 PM		
CONFORTI, BRAD	TEMPORARY	3:00 PM	5:30 PM	8:00 PM	T	8:30 PM	11:30 PM		
CRILEY, CALVIN	SHIP CLERK II	3:00 PM	5:45 PM	7:30 PM	FT	8:00 PM	11:30 PM	8.0	40.0
ANDERSON, KAREN	SHIP CLERK I	6:00 PM	8:15 PM		PT		10:00 PM	4.0	20.0

DAILY	WEEKLY
133.0	654.0
9	45
142.0	699.0

HOURS BUDGETED:

OT AVAILABLE:

MAX HOURS ALLOWED:

CERTIFICATE OF SERVICE

PAUL J. DELLASEGA, ESQ.

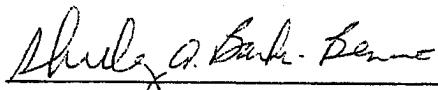
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Harrisburg, PA 17108

(717) 255-7621



Shirley A. Banks-Bennett

3-15-04

Date

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